



## EUROPEAN COMMISSION

Employment, Social Affairs and Equal Opportunities DG

Social Dialogue, Social Rights, Working Conditions, Adaptation to Change  
**Social Dialogue, Industrial Relations**

### **Sectoral Social Dialogue Committee on Personal Services**

#### **Plenary meeting on 2 December 2009, Brussels**

#### **Minutes**

Mr Monggaard (UNI europa) chaired the meeting and welcomed the delegates from the new member of Coiffure EU, Slovakia. The agenda was adopted without modifications.

Mr Marino (Coiffure EU) informed the plenary about a planned conference in Venice during the second half of October, which would be funded through a project and deal mainly with the implementation of the European Hairdressing Certificates. The Chair called for the secretariats of the two social partner organisations to work in close cooperation to establish the agenda for the conference and to prepare the application for the project proposal. The Commission informed that the call for proposals on the social dialogue and industrial relations budget line had not yet been published, but that the application deadline would most likely be in March 2010.<sup>1</sup>

#### **2. Follow-up on the EQF-project**

The Chair reported on a presentation that he gave at CEDEFOP in Thessaloniki, where he highlighted the achievements of the social dialogue committee in applying the EQF framework and translating it into language appropriate for hairdressers. It is therefore easy to compare the national qualifications with the EQF.

Ms Maes pointed out that an instrument now exists that permits the national qualifications to be assessed in a transparent manner. While the level B certificate is equivalent to EQF level 4, level C was assessed as being between levels 5 and 6 depending on the country. The main issue going forward is the dissemination of the results of the project, since follow-up is very important. Ms Maes suggested to present the project at a future Liaison Forum so that other sectoral social dialogue committees can learn from the approach. She also pointed out the new deadline of 27 February 2010 for applications under the Commission's Lifelong Learning Programme.

The Chair highlighted the fact that all the material is on the Danish website, [www.dfkf.dk](http://www.dfkf.dk), and that more details on the implementation would be discussed at the October conference.

Ms Cunningham gave a presentation on a new project regarding training for hairdressers called "Hair Intelligent Training System", which is being carried out with financial

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<sup>1</sup> The call for proposals has now been published with a deadline of 16 March. Information can be found here: <http://ec.europa.eu/social/main.jsp?catId=630&langId=en>

support from the European Commission's Lifelong Learning Programme and in partnership with PivotPoint and DFKF.



Hair Intelligent  
Training System Society

Coiffure EU questioned the link of this project to social dialogue, and expressed great surprise at the presentation, since this was not discussed previously in the social dialogue committee. Coiffure EU also wondered whether the result would be a commercial product. While Ms Cunningham confirmed that the outcome of the project would indeed be a commercial development, she assured delegates that the committee would be fully involved and that the outcomes of this project would help implement the EQF framework. She emphasized that the delivery of training is of interest to everyone, regardless of the commercial nature of this particular training product.

Coiffure EU criticised the project, since it seems the social dialogue committee is being misused by private interests. The presentation gave the impression that traditional training systems are bad and needed to be replaced.

The Chair pointed out that the presentation was just for information since it is important to be aware of such projects, but that no one would be obliged to participate. Denmark participates as it sees some potential, but the outcome is completely open.

### **3. Administration and implementation of the European Hairdressing Certificate**

The Chair gave a presentation on the implementation of the social partner agreement of 18 June 2009.



EHC agreement  
implementation.ppt

The immediate tasks are to establish the information platform and the secretariat. UNI europa nominated Mr Ehrhardt, Mr Monggaard, Mr Scarnati as members and Mr Bachely as an alternate, while the members for Coiffure EU would be Ms Lacroix, Mr Röhr and Mr Wild with Ms Oliveto as an alternate.

Mr Hofmann (Coiffure EU) gave two presentations on practical aspects of the implementation of the European Hairdressing Certificates.



Präsentation Brüssel  
01 12 09.ppt



Presentation  
Jakob.ppt

In response to a question from Coiffure EU, the Chair pointed out that the question of financing the system would be the subject of proposals from the steering group/secretariat.

Ms Maes suggested that the EQF level attained should also be mentioned on the certificates, to which both social partners agreed.

#### **4. Health and safety / working environment – negotiations**

Mr Laurent (UNI europa) gave an overview of the negotiations, which produced an agreement of 9 pages as the result of a constructive process. The results will be disseminated in January in English, French, German, Italian and Spanish, once all language versions will be available. The personal services sector is one of the first sectoral social dialogue committees to reach an agreement on the prevention of health risks, and the aim is to request its transposition by Council directive. The agreement has provisions on the handling of materials, protection of the skin and respiratory tract, on the prevention of musculo-skeletal disorders, on the working environment and organisation of work, on maternity protection and on mental load. In addition, it includes an operating procedure with individual protective measures and organisational protective measures.

Mr Röhr (Coiffure EU) highlighted the spirit behind the agreement, which is the conviction shared by both sides that health is indivisible. Therefore the provisions must apply equally to all those who are active in hairdressing, including employers, workers and potential employers. Otherwise the agreement would lead to a distortion of competition.

Coiffure EU pointed out that the translation of the text will be important, and that it is vital to clarify that the transposition into a directive would mean that the agreement becomes EU law, directly applicable in all 27 Member States.

#### **5. Update on Osnabrück project**

Mr Röhr (Coiffure EU) gave a presentation updating the committee on the state of play regarding the Safe Hair project.



OsnabrückII.ppt

The Chair informed the committee of a meeting on the healthy skin campaign that was held in the European Parliament, where the topic of occupational skin diseases and the importance of skin protection especially in hairdressing received the attention of numerous parliamentarians.

#### **6. Work programme 2010**

The work programme for 2010 comprises the following points:

- Implementation of the agreement on European Hairdressing Certificates
- Preparation and follow-up of a project proposal to support this implementation
- Signature and follow-up of the agreement on the prevention of health risks in the hairdressing sector
- Follow-up to the SafeHair project
- Discussion of student exchange programmes based on the experience of France, which was supported by Leonardo funding in the framework of the Commission's Lifelong Learning Programme

The work programme was adopted by the committee.

## **7. Cosmetics project / developments in the sector**

Mr Iversen updated the committee on the application for the "European Beauty Therapist" project.



European Beauty  
Therapist.ppt

Coiffure EU pointed out the ongoing problem resulting from the fact that the employers in the committee only represent the hairdressing sector. While the participation of employers in the project is an open question, there should not be any expectations on Coiffure EU in this regard. Nonetheless, individual country affiliates, such as the Coiffure EU member from Malta, do also represent the beauty care sector. UNI europa asked about the criteria for selecting partners.

Mr Iversen replied that the partners needed to be identified on every level among a range of organisations, since there are many ways to become a beautician, and all stakeholders should be represented. Hopefully the correct partners were now selected, and that the Maltese affiliate of Coiffure EU would be welcome to join the project as a partner.

## **8. Commission information point**

Mr Schwarz (European Commission) gave an update on the process of designation and confirmation of the new College of Commissioners. The Commissioner-designate for Employment and Social Affairs is Mr László Andor (Hungary), who would take office in February if the European Parliament confirms the entire College according to the present timetable.

Meanwhile, the Commission conducted a public consultation on the EU 2020 strategy, following on to the Lisbon Strategy. The document focuses on the exit from the current crisis and assuring the long-term future, the state of public finances, and the challenge of finding a mutually reinforcing policy mix that takes account of growth, economic performance, social policy, employment and the environment.

With respect to the Commission communication on European social dialogue, its adoption has been delayed until March. It will report that sectoral social dialogue has been a success story during the past 10 years, but that periods of dynamic work and phases of less activity alternate within most committees. Concerns include a certain lack of structure for social dialogue in the new Member States, and the administrative capacity of social partners.

A negative aspect of this success is the human resource and budgetary constraints that are faced by the Commission, since that the number of committees is increasing while the resources are not.

## **9. Any other business**

Before thanking the interpreters and closing the meeting, the Chair, Mr Monggaard (UNI europa) formally handed over the role of chairing the sectoral social dialogue committee for personal services to Mr Boerland (Coiffure EU), who will exercise this function in 2010.